

ANALYSIS

This ordinance amends Title 5 - Personnel, and Title 6 – Salaries of the Los Angeles County Code by:

- Amending portions of Sections 5.33.040 and 5.37.040 relating to cafeteria plan contributions for represented employees; and
- Amending portions of Sections 5.36.025 and 5.36.029 relating to County health insurance contributions and coverage for specified non-student part-time employees.
- Amending Section 5.36.080 relating to County dental insurance contributions for certain represented employees.
- Amending Sections 5.72.053, 5.72.060, 5.72.080, 5.72.200, and 5.72.300 relating to the Uniform Allowance for designated non-represented employees, and
- Amending Sections 6.76.020 and 6.94.020 to extend the effective date of the Fitness for Life Pay provisions for designated non-represented employees in the Fire Department and Parks and Recreation Department.

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Acting County Counsel

By 
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Principal Deputy County Counsel
Labor & Employment Division

HSM:di
Requested: 11/9/09
Revised: 12/1/09

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 – Salaries of the Los Angeles County Code, relating to Fringe Benefits.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.33.040 is hereby amended to read as follows:

5.33.040 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, for each month of the ~~2007~~ 2010 Plan Year (commencing with County pay warrants issued on or about January 15, ~~2007–2010~~), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$244.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$438.90 \$573.56, unless or (a) (2) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$800.80~~ \$1,046.49; or ~~(b) (3) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$946.00 \$1,236.23.~~

2. Except as otherwise provided herein, for each month of the ~~2008~~ 2011 plan Year (commencing with County pay warrants issued on or about January 15, ~~2008–2011~~), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$244.00, unless (1) said Participant is entitled to One Party Medical

Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$482.79~~ \$614.86, unless or (a) (2) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$880.88~~ \$1,121.84; or (b) (3) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,040.60~~ \$1,325.24.

~~3. Except as otherwise provided herein, for each month of the 2009 Plan Year (commencing with County pay warrants issued on or about January 15, 2009), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$531.07 unless (a) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$968.97 or (b) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$1,144.66.~~

~~4.3.~~ No Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed.

...

SECTION 2. Section 5.36.025 is hereby amended to read as follows:

5.36.025 Contribution to health insurance coverage for specified employees.

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Maximum Monthly County Contribution – Represented Employees

Coverage	<u>Effective</u> 1-1-07 <u>10</u>	<u>Effective</u> 1-1-08 <u>11</u>	1-1-09
Employee	\$368.50 <u>\$481.56</u>	\$405.35 <u>\$516.23</u>	\$445.89
Employee plus one dependent	654.50 <u>\$855.31</u>	719.95 <u>\$916.89</u>	791.95
Employee plus two or more dependents	751.30 <u>\$981.80</u>	826.43 <u>\$1,052.49</u>	909.07

Maximum Monthly County Contribution – Non- Represented Employees

<u>Coverage</u>	<u>Effective</u> 1-1-10
<u>Employee</u>	<u>\$445.89</u>
<u>Employee plus one dependent</u>	<u>\$791.95</u>
<u>Employee plus spouse</u>	<u>\$791.95</u>
<u>Employee plus two or more dependents</u>	<u>\$909.07</u>

...

SECTION 3. Section 5.36.029 is hereby amended to read as follows:

5.36.029 Contribution to health insurance for non-student part-time employees.

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B. The provisions of this section shall apply to each daily as-needed, daily recurrent, hourly as-needed, hourly recurrent, monthly permanent 1/2 time, monthly permanent 3/5 time, monthly permanent 5/8 time, monthly permanent 2/3 time, monthly permanent 3/4 time and monthly permanent 4/5 permanent time (designated as C, E, F, H, U, V, W, X, Y and Z, respectively, in Section 6.28.020 of this Code) who:

1. Has been in a pay-status for an average of 20 hours a week for the three consecutive months prior to enrollment in the County sponsored health plan. For purposes of this section, an employee will be deemed to have worked an average of 20 hours per week if, in the aggregate, he has been compensated the following number of hours over any three (3) consecutive months period:

...

b. 360 hours if employed on a monthly temporary or monthly recurrent basis or on a 1/2 time, 3/5 time, 5/8 time, 2/3 time, 3/4 time or 4/5 time monthly permanent basis;

...

SECTION 4. Section 5.36.080 is hereby amended to read as follows:

5.36.080 Contributions to indemnity dental insurance coverage.

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TABLE A

Monthly Employer Contribution Rates Applicable to Participants in the Local 724

Options Cafeteria Program-Benefit Plan Established Under Chapter 5.37

Coverage	Effective 1-1-07 <u>10</u>	Effective 1-1-08 <u>11</u>	Effective 1-1-09
Employee only	\$20.59	\$20.59	\$20.59
Employee plus one dependent	36.02	36.02	36.02
Employee plus two or more dependents	56.58	56.58	56.58

TABLE B

Monthly Employer Contribution Rates Applicable to Participants in the Choices

Cafeteria Benefit Plan Established Under Chapter 5.33

Coverage	Effective 1-1-07 <u>10</u>	Effective 1-1-08 <u>11</u>	Effective 1-1-09
Employee only	\$20.59	\$20.59	\$20.59
Employee plus one dependent	36.02	36.02	36.02
Employee plus two or more dependents	56.58	56.58	56.58

TABLE C

**Monthly Employer Contribution Rates Applicable to Participants in the
Pensionable or Nonpensionable Flexible Benefit Plans Established Under
Chapters 5.27 and 5.28, Respectively**

Coverage	Effective 1-1-07 <u>10</u>	Effective 1-1-08 <u>11</u>	Effective 1-1-09
Employee only	\$21.11	\$21.11	\$21.11
Employee plus child(ren)	47.84	47.84	47.84
Employee plus adult dependent	40.53	40.53	40.53
Employee plus adult dependent and child(ren)	61.32	61.32	61.32

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SECTION 5. Section 5.37.040 is hereby amended to read as follows:

5.37.040 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, for each month of the ~~2007~~ 2010 Plan Year (commencing with County pay warrants issued on or about January 15, ~~2007~~ 2010), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$228.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$438.90~~ \$573.56; or (2) said Participant is entitled to Two-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$800.80~~ \$1,046.49; or (3) said Participant is entitled to Three-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$946.00~~ \$1,236.23.

2. Except as otherwise provided herein, for each month of the 2008 ~~2011~~ Plan Year (commencing with County pay warrants issued on or about January 15, 2008 ~~2011~~), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$228.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$482.79~~ \$614.86; ~~or~~ (2) said Participant is entitled to Two-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$880.88~~ \$1,121.84; or (3) said Participant is entitled to Three-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,040.60~~ \$1,325.24.

~~3. Except as otherwise provided herein, for each month of the 2009 Plan Year (commencing with County pay warrants issued on or about January 15, 2009), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$228.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$531.07; (2) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$968.97; or (3) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$1,144.66.~~

4.3. No Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or

about the fifteenth day of the month following the month in which the requisite pay status was completed.

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SECTION 6. Section 5.72.053 is hereby amended to read as follows:

5.72.053 Uniform allowance--Peace officers.

A. Any person employed in a position of Captain (Item No. 2721), Captain, DA (Item No. 2896), Commander (Item No. 2723), Commander, DA (Item No. 2898), Detective (UC) (Item No. 9977), Detective (UC) (Item No. 9978), or Detective (UC) (Item No. 9980) shall be entitled to annual lump-sum payments as follows:

...

6. \$1,000.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position on November 1, 2008.

7. \$1,000.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009.

8. \$1,000.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010.

...

C. Any person employed in a position of Division Chief, Sheriff (UC) (Item No. 9968), Assistant Sheriff (UC) (Item 9969), Undersheriff (UC) (Item No. 9970), or Detective (UC) (Item No. 9979), shall be entitled to annual lump-sum payments as follows:

...

5. \$500.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position November 1, 2008.

6. \$500.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position November 1, 2009.

7. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position November 1, 2010.

Section 7. Section 5.72.060 is hereby amended to read as follows:

5.72.060 Uniforms--Forester and fire warden employees.

A. In addition to all other compensation provided for in this Code, any person employed in a position set forth in Subsection 5 below shall be entitled to the following:

...

5. \$1,000.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position on November 1, 2008;

6. \$1,000.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009;

7. \$1,000.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

8. The provisions of this Subsection A shall apply to any person employed in one of the following classes provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

...

B. In addition to all other compensation provided for in this Code, any safety fire fighting employee employed in a position set forth in Subsection 5 below shall be entitled to the following:

...

5. \$500.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position on November 1, 2008;

6. \$500.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009;

7. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

5 8 The provisions of this Subsection B shall apply to any person employed in one of the following classes provided such person' s performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

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SECTION 8. Section 5.72.080 is hereby amended to read as follows:

5.72.080 Uniform--Lifeguards.

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B. Department of parks and recreation. In addition to all other compensation provided for in this Code, any person employed in the position of Lake Aquatics Manager (Item No. 2959) or in the position of Chief Lake Lifeguard (Item No. 2960) shall be entitled to the following:

...

5. \$1,000 payable between December 1, 2009, and December 15, 2009, provided such person was employed in one of said positions on November 1, 2009;

6. \$1,000 payable between December 1, 2010, and December 15, 2010, provided such person was employed in one of said positions on November 1, 2010;

§ 7. The provisions of this Subsection B shall only apply if such person's performance is "Competent" or better.

Section 9. Section 5.72.200 is hereby amended to read as follows:

5.72.200 Uniform allowance--County police.

Any person employed in a position of Chief, Office of Public Safety (UC) (Item No. 2853), and Bureau Chief, Los Angeles County Police (Item No. 2838), shall be entitled to annual lump-sum payments as follows:

...

5. \$1,000.00 payable between December 1, 2009, and December 15, 2009, provided such person was employed in said position on November 1, 2009.

6. \$1,000.00 payable between December 1, 2010, and December 15, 2010, provided such person was employed in said position on November 1, 2010.

SECTION 10. Section 5.72.300 is hereby amended to read as follows:

5.72.300 Clothing allowance--Probation Officers:

Persons employed as Assistant Head Transportation Deputy, Probation (Item No. 8629) or Head Transportation Deputy, Probation (Item No. 8630), whose performance is "Competent" or better, shall be entitled to the following:

...

3. \$500.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009;

4. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

SECTION 11. Section 6.76.020 is hereby amended to read as follows:

6.76.020 Additional information.

...

S. Fitness for Life Pay.

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5. The Fitness for Life Pay provisions shall remain in effect through December 31, 2008 2010. The rate or rates established by this provision do not constitute a base rate.

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SECTION 12. Section 6.94.020 is hereby amended to read as follows:

6.94.020 Additional information.

...

G. Fitness for Life Pay.

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3. The Fitness for Life Pay provisions shall remain in effect through December 31, ~~2008~~2010. The rate or rates established by this provision do not constitute a base rate.

SECTION 13. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately. If this ordinance becomes effective after December 1, 2009, the provisions of Sections 1, 2, 4, and 5 shall be construed and applied as if they were effective and operative on and after December 1, 2009.

[527435LSCC]